# ONE+

## Q3 2026

## Interview with Oktay Erden
## Understanding change. Shaping the future.

Anyone who talks to Oktay Erden about IT quickly notices that continuous development is part of his mindset. For him, change is as much a part of working life as it is of technology. Understanding new developments, recognising opportunities and turning them into practical solutions is what drives the Managing Director of A&T Solution. **"For me, the challenge lies in identifying developments at an early stage, assessing them correctly and using them to create real added value for our customers."**
For A&T Solution, this means developing efficient, future-proof solutions for production and logistics processes.

Oktay Erden's career began with an apprenticeship as an electronics technician, followed by a degree in business informatics and a move to AIRBUS, where he started his professional career in IT. After various roles in project management and leadership, he became self-employed as an interim manager in 2012 and took over as Managing Director of A&T Solution GmbH in 2015. Today, his role combines technology, leadership, change and entrepreneurship.
What continues to fascinate him about IT is its constant development – but for him, technology is only valuable when it creates tangible benefits. **"If we develop and programme our IT solutions well enough, this results in real benefits for the companies we work with."**

One example is A&T Solution's own software, MOVE, for warehouse management and production planning and control. What began at a single site has developed into a multi-location solution integrated into existing value chains through standardised interfaces and SAP connectivity. **"I'm naturally very proud of that. This programme represents 10 years of development and is constantly being refined."**

This expertise also flows into the tracking system developed with ONE HLTS. Its goal is to track logistics items as precisely and close to real time as possible, enabling better control of operational processes and faster responses to customer requirements.

Oktay Erden starts his working day early, using the first hours to focus on key topics before appointments and operational tasks begin. **"My most productive period is always between six and nine in the morning."** This dynamic environment also shapes his leadership style. Rather than relying on rigid guidelines and constant monitoring, he places trust in his employees. **"I place a great deal of trust in my staff from the outset."**

Clear goals and expectations are defined together, while employees are given the freedom to apply their expertise, initiative and responsibility independently.

For Oktay Erden, success is not measured by figures alone. What matters most is whether the solutions developed create genuine value for customers. **"When you receive positive feedback or know that you have been able to make a very special contribution to our clients' business processes, that is a success for me."**

If he could switch roles for a day, he would return to his technological roots in software development. AI is fundamentally changing this field by generating solutions and code at enormous speed. The challenge, he says, is to define requirements precisely, evaluate results from both a technical and subject-matter perspective and remain in control throughout the process.

This transformation also increases the importance of data protection, information security and secure development. The more powerful AI systems become, the more important traceability and clear governance frameworks are. Cybersecurity therefore forms the foundation of A&T Solution's technological strategy. **"The more we interconnect systems, utilise data in real time and integrate AI, the more important information security becomes."**

A&T Solution has aligned itself with ISO 27001 and further developed its security architecture accordingly. As part of this strategy, AIRBUS Protect's 24/7 Security Operations Centre continuously monitors the IT landscape and works directly with A&T Solution's IT Operations Team. **"For us, cybersecurity is not a one-off project, but an ongoing task and a prerequisite for our further technological development."**

Despite his enthusiasm for innovation, Oktay Erden remains critical of new technologies. Not every development automatically creates added value. New approaches need to be tested, assessed and, when necessary, discarded – with security and system manageability playing a particularly important role in AI.

Within ONE HLTS, Oktay Erden sees A&T Solution as an integral technological partner. Its strength lies in bringing together production, logistics and IT rather than treating them separately.

**"A major advantage is that we have embedded IT expertise directly within our network, enabling us to link technology very closely with operational processes."**

This collaboration is set to grow further, with the aim of developing flexible processes and solutions for the aviation industry and its customers. **"Our long-term goal is to become a key player in the aviation industry through our network of partners."**

His vision is a flexible value-creation network in which production, logistics and technology are connected according to customer requirements.

Outside work, Oktay Erden is also fascinated by AI and would like to explore developing his own models. At the same time, he has a more traditional goal: learning to play the piano, inspired by his daughter. **"My daughter plays the piano, and I find the sound incredibly beautiful and soothing. I'd really love to learn that."**

Ultimately, his professional outlook comes back to one central theme: change.

**"The pace at which technologies and requirements are changing will continue to accelerate. It is crucial that we are prepared to embrace this change, understand it and actively shape it."**

For Oktay Erden, this is where the opportunity lies: not simply managing change, but using it to shape tomorrow's processes and solutions together with employees, partners and customers.

SOLUTION
MEMBER OF A&T

## A&T SOLUTION – HIGHLIGHTS

***2015 | Founded***
With a focus on IT solutions for production and logistics

***2016–2017 | Development of MOVE***
Development of the in-house MOVE system for warehouse management, production planning and control.

***2017 | MOVE in Productive Use***
Launch at the production and logistics site in Nordenham and externally at ENERCON in Haren.

***2019 | Storag Etzel***
Introduction of MOVE WMS in Friedeburg with seamless integration into SAP S/4HANA via standard interfaces.

***from 2020 | Sites MOVE & Integration***
Rollout of MOVE in Nordenham, Varel, Bremen, Stade and Donauwörth with M2M interfaces to AirSupply.

***2023 | Cloud & Data***
Launch of the Microsoft Cloud Transformation and development of a cross-site Fabric and Power BI platform.

***2024 | Cybersecurity & Tracking***
Expansion of cybersecurity based on a defense-in-depth approach with 24/7 SOC monitoring by Airbus Protect, as well as the rollout of the jointly developed tracking system.

***2026 | Next Generation***
Start of the development of a new modular platform generation and planned ISO 27001 certification.

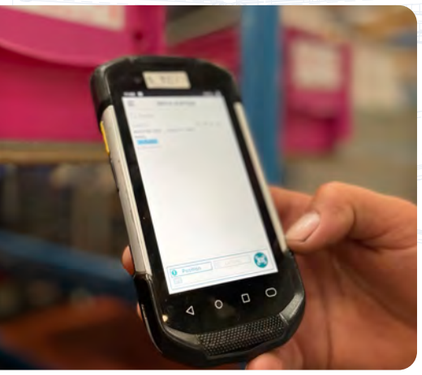
## IT & Security – Secure together. Connected together.

**How modern IT, information security and the behaviour of every individual protect our company.**

Whether in the warehouse, in the office or at one of our sites – hardly a working day goes by without digital support. Information must be available, systems must function reliably and data must be processed securely. For all of this to run smoothly, it takes more than modern technology: people who take responsibility, clear processes, continuous professional development and strong partners.
It is precisely this interplay that defines IT and information security at ONE HLTS. We benefit particularly from one of our great strengths: our network. Across sites and companies, we pool knowledge and expertise and draw on specialists within our group of companies.

### Digitalisation requires a robust IT infrastructure

Today, IT supports virtually every aspect of our daily work. It connects



our sites, facilitates communication and ensures that information is available where it is needed. From order processing and operational processes to cross-site collaboration – a reliable IT infrastructure forms the foundation of our daily operations.
This is not just about computers, networks or software. Behind a well-functioning IT system are people who manage systems, take on board requirements from specialist departments and work together to develop solutions.
A distinctive feature of ONE HLTS is our decentralised structure. At our sites, direct points of contact and managers are familiar with local circumstances and requirements while remaining connected across the entire ONE HLTS network. As a result, knowledge and experience can be shared and utilised collectively.

### Information security is a team effort

As digitalisation advances, the importance of information security grows. Technical safeguards form an important foundation – but the day-to-day behaviour of each individual is just as crucial.
Recognising a suspicious email, handling sensitive information responsibly, using secure passwords or asking for clarification when something seems unusual: small decisions in our day-to-day work can make a big difference. To support our staff, we rely on clear lines of responsibility. Information Security Officers – ISOs for short – are available as points of contact at our sites. Together with the relevant managers, they provide support and ensure that our standards are put into practice in everyday operations.

At the same time, the ISBs maintain regular contact with one another. Experiences from individual sites are shared, current issues discussed collectively and knowledge utilised across the entire network. Information security is therefore not merely dictated centrally, but practised collectively.

### Knowledge protects – regular training for everyone

An important part of our security culture is the ongoing professional development of our staff. Threats change – and our knowledge and vigilance must evolve alongside them.
That is why ONE HLTS holds regular training sessions on IT and information security, combining face-to-face sessions with digital learning formats via KnowBe4. All staff are introduced to relevant topics step by step and regularly complete appropriate training modules.

There is a particular focus on phishing. Through regular campaigns and simulated phishing emails, staff learn to recognise typical attack patterns and practise how to respond correctly. The aim is not to 'catch' anyone out, but to raise awareness of how professional and deceptively genuine such attacks can appear.

Training also covers secure handling of passwords and emails, data protection, social engineering and the responsible handling of information. In this way, information security gradually becomes part of our daily routine.

### A&T Solution – IT expertise right within our network

One of ONE HLTS's strengths is the close integration within our group of companies. With A&T Solution, we have an experienced IT specialist within our network. At numerous sites, A&T Solution acts as the central IT point of contact and manages the IT infrastructure.

At ONE HLTS, we also work closely together in many areas, including the management of central applications and systems such as Microsoft 365, CodeTwo and ScreenCloud. Equally important is the ongoing professional exchange: our information security officers coordinate with one another, technical solutions are discussed jointly, and requirements and experiences are pooled when responding to tenders.

The value of this collaboration was demonstrated during our Microsoft 365 migration. We also benefit from the mutual exchange on issues relating to ISO 27001 and our work with NorthGRC. The advantage is clear: our points of contact are familiar not only with the technology, but also with our company and its requirements. Short lines of communication, existing expertise and information exchange within the group enable us to learn from one another and make effective use of synergies.

### Quality and security: a systematic approach

Our certifications and assessments demonstrate that quality, security and responsible conduct are not isolated measures. With ISO 9001 for quality management, ISO 14001 for environmental management, ISO 27001 for information security management and our EcoVadis rating, we regularly put various areas of our company to the test.

ISO 27001 in particular shows that information security goes far beyond technical protective measures. Clear responsibilities, documented processes, risk assessment, regular reviews, continuous improvement and staff awareness are equally important.

This is where the circle is complete: certifications provide the framework, our ISBs bring the topic to our sites, training raises awareness, and our corporate network brings together expertise.

At ONE HLTS, modern IT and information security are therefore the result of shared responsibility. The networking of our sites, exchange with our parent and subsidiary companies, and collaboration with specialists such as A&T Solution allow us to share knowledge and benefit from one another.
Ultimately, the best safety measure is one that isn't just on paper, but is understood and put into practice in day-to-day working life.

## Outlook

### Focus on the Environment

After exploring IT, digitalisation and technological developments, the next issue will focus on an area that is becoming increasingly important for the future of our companies and society: the environment and sustainable development.

### Exciting Insights

We will be speaking with Tobias Katai from Honold Green Building Development GmbH about sustainable concepts, new perspectives and how economic activity can be combined with a responsible approach to our environment.

Look forward to an insightful interview and fresh perspectives on a topic that affects us all and continues to grow in importance.

**ONE HLTS** is not just a network of logistics service providers; we are a partner for holistic, innovative, and tailored logistics solutions.

With years of experience, a strong network, and cutting-edge technology, we face the growing challenges of the aviation and aerospace industry. From our locations across Germany, we support our customers in optimizing their processes to be more efficient, sustainable and future-proof.

Our journey started in 2005 with the founding of LTS Nordwest GmbH in Nordenham. Since then, we have continuously evolved, expanding our portfolio to meet the industry's dynamic demands. Today, **ONE HLTS** brings together four high-performance locations, each specializing in the unique requirements of our customers. Whether in materials management, production logistics, consulting, IT-driven solutions, or temperature-controlled storage: our expertise and commitment make us a trusted and indispensable partner in the industry.

Our values are at the centre of everything we do. Reliability, innovation and sustainability form the foundation of our collaboration with customers and partners.

We see ourselves as an integral part of their value chain, working alongside you to develop solutions that are not only efficient but also sustainable and cost-effective. Leveraging cutting-edge technologies, such as our SAP-based warehouse management system, we go beyond optimizing logistics processes—we ensure transparency and security across the entire supply chain.

At **ONE HLTS**, we understand that every customers needs are as unique as their products. That's why we focus on flexible, tailor-made solutions designed to meet your specific requirements.

Whether it's just-in-time delivery for assembly lines, comprehensive risk management in information security, or specialized handling for temperature-sensitive materials - we guarantee the highest quality and absolute reliability in everything we do.

**DIN ISO 9001:2015**
**ISO/IEC 27001:2022**
**DIN ISO 14001:2015**
**EN 9120:2018**
**AEO C/S**

With locations in Nordenham, Stade, Bremen, Augsburg, and other key regions across Germany, we are exactly where you need us. Our experienced local teams work seamlessly together to ensure that your logistics operations run efficiently, reliably, and are prepared for the future.

**ONE HLTS** – we make things possible. For you.
Let's shape the future of logistics together.

ONE HLTS
Gemeinsam. Werte. Bewegen.

HONOLD LTS Logistik
**Augsburg**
Kurt-Bösch-Straße 12
86199 Augsburg

LTS Nordwest
**Nordenham**
Werftstraße 3
26954 Nordenham

HONOLD LTS North
**Stade**
Julius-Leber-Weg 41
21684 Stade

HONOLD LTS North
**Bremen**
Cornelius-Edzard-Straße 10
28199 Bremen